

ABSTRACT

Thesis Title : The Responsiveness of the Civil Servants on the Early Retirement Project : A Case Study of Office of the Civil Service Commission of Thailand

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The purpose of this research are two fold : firstly, to study the responsiveness of the civil servants on "Change Your Life Path: Early Retirement" project of the Office of the Civil Service Commission (OCSC) and secondly, to study the factors relevanted to the responsiveness of 182 qualified civil servants. Questionnaires are used for gathering the data and analysed by descriptive statistics and Chi-square tests. The responsiveness of the qualified ones is classified into 3 levels : high, moderate and low.

It is found in this research that :

- 1) Most qualified civil servants are women, 50-54 year old, graduated master degrees, 25-29 working years, the 8th level P.C. rank non- executive officers, and salaried 30,000-34,999 baht without any incomes from other private careers.

2) The satisfaction on the project, the attitude towards the project, the understanding of project information, the support of personnels involving decision-making, the public official advancement being weary of bureaucratic system and the need to change their career of the project applicants are mostly at moderate level.

3) Age, working period, public official advancement and need to change career are factors relevanted to the project responsiveness of the civil servants.

4) The factors which are not relevanted to the project responsiveness of the civil servants are their P.C. ranks, salary levels, incomes from other private careers, project satisfaction, attitude towards the project, support of personnels involving decision-making, being weary of bureaucratic system and health.